RESOLUTION AGREEMENT
VANCOUVER SCHOOL DISTRICT
OCR CASE NUMBER 10221346

The Vancouver School District (the District) voluntarily enters into this Resolution Agreement (Agreement) to resolve the allegation in the complaint, Reference Number 10221346, filed with the U.S. Department of Education, Office for Civil Rights (OCR), under Title VI of the Civil Rights Act of 1964 (Title VI), as amended, 42 U.S.C. § 2000d, and its implementing regulation at 34 C.F.R. Part 100, which prohibit discrimination on the basis of race, color, and national origin by recipients of federal financial assistance from the Department.

The District enters into this Agreement voluntarily and signing this Agreement does not constitute admission by the District of liability, wrongdoing, or noncompliance with Title VI or its implementing regulation.

I. Individual Remedy for Student A

A. The District will provide a letter to Student A, which will offer reimbursement for counseling services for any direct effects of the District's alleged failure to respond effectively to the racial harassment of Student A by students from an opposing team from another district before and during a sports event, either for services Student A has already obtained or will obtain in the one year following the date of the letter. Reimbursement, if any, will be limited to out-of-pocket expenses not to exceed $5,000.00. The letter will inform Student A that they have 30 days from the date of the letter to accept the reimbursement offer by providing written notice of their acceptance to the District. The letter will also inform Student A of the documentation (e.g., receipts) necessary for reimbursement and to support that the expense is connected to the effects of the District's alleged failure to respond effectively to the racially hostile environment (e.g., letter from Student A's counselor).

B. If Student A accepts the reimbursement offer described in the letter, the District will provide reimbursement for the services described in Section I.A.

C. Reporting Provisions:

1. Within 30 days of signing the Agreement, the District will submit to OCR for review and approval a copy of the letter developed in accordance with Section I.A.

2. Within 15 days of receiving OCR's written approval of the letter, the District will provide OCR with documentation demonstrating that it has sent the letter to Student A in compliance with Section I.A.

3. Within 60 days of OCR's written approval of the letter, the District will provide OCR Student A's response to the reimbursement offer, if any, and any documentation demonstrating reimbursement provided by the District, to date. If reimbursement is requested for services to be provided within a year of the resolution letter's date, the District will provide OCR updates of reimbursements made every 120 days during the one-year period. If reimbursement is not provided by the District for specific services, the District will provide OCR with documentation substantiating the reason for not providing the reimbursement. The District's reimbursement decisions will be accepted if reasonable and justified pursuant to the terms of this Agreement and Title VI.

II. School-wide Remedies

A. **Training of District Staff**. The District will train all athletic staff and building-level administrators at XXXXXXXX regarding the obligation to take prompt and effective steps reasonably calculated to end harassment based on race, eliminate any hostile environment and its effects, and prevent the harassment from recurring. The training will, at a minimum:

1. explain that Title VI prohibits the District from discriminating based on race, color, or national origin and that this prohibition includes a District duty to respond promptly and effectively to actual and constructive notice that student harassment on these bases is creating a hostile educational environment for students, including by stopping the harassment, preventing its recurrence, eliminating the hostile environment, and remedying its effects, as appropriate;

2. define actual notice and constructive notice;

3. explain that Title VI protects students from harassment based on race, color, or national original that creates a hostile educational environment for them (and define hostile environment);

4. include examples of student harassment based on race, color, or national origin;

5. provide examples of District responses to a determination that a student experienced harassment based on race, color, or national origin (e.g., disciplinary sanctions, no-contact orders, school counseling services, and school-wide assemblies); and

6. expressly prohibit retaliation, define retaliation, provide examples of retaliation, and identify consequences for retaliation.

B. Reporting Requirements

1. Within 90 days of signing the Agreement, the District will submit to OCR for review and approval a copy of its training program developed in accordance with Section II.A, including the name(s) and credentials of any individuals who will be leading the training. The District will promptly and fully address feedback, if any, from OCR until it receives notice from OCR that no further reporting is required for this Reporting Requirement.

2. Within 90 days following OCR's approval of the above-mentioned training materials, the District will provide documentation to OCR demonstrating the District has provided the training OCR has approved, including a copy of all materials used; the date of the training; documentation establishing that all athletic staff and building administrators at XXXXXXXX attended the training, including their names and position titles, as applicable; and, if different from the presenters previously identified and approved, the name and title of the presenters at the training.

III. General Monitoring Principles

A. By signing this Agreement, the District agrees to provide the foregoing information in a timely manner in accordance with the reporting requirements of this Agreement. Further, the District understands that during the monitoring of this Agreement, if necessary, OCR may visit the District, interview staff and students, and request such additional reports or data as are necessary for OCR to determine whether the District has fulfilled the terms of this Agreement.

B. The District understands that OCR will not close the monitoring of this Agreement until OCR determines that the District has demonstrated compliance with the terms of this Agreement and is in compliance with Title VI, as amended, 42 U.S.C. § 2000d, and its implementing regulation at 34 C.F.R. Part 100, which was at issue in this Complaint.

C. The District understands and acknowledges that OCR may initiate administrative enforcement proceedings or refer the case to the Department of Justice (DOJ) for judicial proceedings to enforce the specific terms and obligations of the Agreement and the Title VI statutory and regulatory obligations. Before initiating such proceedings, OCR will give the District written notice of the alleged breach and 60 days to cure the alleged breach.

D. This Agreement will become effective immediately upon the signature of the District's representative below.

FOR VANCOUVER SCHOOL DISTRICT:

/s/	September 13, 2024
Jeff Snell, Superintendent	Date